

Fourteenth Message from the President
December 1st, 2021

Colleagues,

I hope you had a wonderful Thanksgiving break and enjoyed time with family and friends. My kids enjoyed the pie and then leftover pie. I really enjoyed sending hundreds of gratitude messages to colleagues, students and parents as they came in. It warms my heart knowing the extraordinary impact you have on our students and each other. Just prior to the break, I reviewed the November Board meeting where we discussed student fees for next year. In addition, Dr. Akwaji-Anderson and Dr. Bartley discussed equity with placement tests ([see recording](#) with password .z!RR594). Please also review [my Board report](#) to learn how we are pursuing Academy priorities associated with Well-being, Equity and Excellence and Impact.

It's hard to believe we're already in December with three weeks remaining in the term. Take a look at our [November Operational Excellence Dashboard](#), and notice that 14% of our students and 23% of our CLED students need focused support. When students aren't doing well, we have a deep sense of responsibility to offer focused support and additional chances for them to demonstrate understanding of areas they may have missed previously. Please engage students now on the different ways they can demonstrate their growth before the end of the term. [Here's an article on equitable grading practices](#) for your consideration. For those students demonstrating great work, please encourage them to submit their papers and presentations to the Digital Commons for sharing with professional audiences publicly. Speaking of great work, please join me in congratulating Christine Moskalik for successfully defending her dissertation early this week. Way to go, Dr. Moskalik!

I'd like to introduce you to our interim Chief Human Resources Officer, Dr. James Gay, who will begin this month. He is a recently retired superintendent from Orland Park School District 230 and brings a wealth of experience to the Cabinet and HR team. Jim was born and raised on the southside of Chicago, is a die hard Cubs fan and an avid traveler when there isn't a global pandemic. Jim and his wife Rene are proud parents of



three adult children. We will conduct a broad search later this year in an effort to attract a diverse and experienced pool of candidates.

Last, the Omicron variant of COVID-19 has been on the minds of members of our community. At this point, we do not have a sense of the anticipated impact, but we can prepare ourselves in multiple ways. Intersession in January will be online this year, so we have an extended window of time away from campus to monitor the health of our community. Our COVID rates are still low; however, it's still present among colleagues and will likely grow across the state during the winter months. I ask that you consult a physician if you become ill. You will be better off getting care at early onset. Last, we have booster vaccine clinics on [December 14](#) and [December 17](#). This is a great opportunity to reduce potential spread, and move one step closer to becoming mask-free in 2022. Thank you for taking care of yourself and each other.

Titans Together,

Evan

Dr. Evan M. Glazer

President